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Effects of Long Working Hours on Family Relations: Evidences of Working Women in Pakistan

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Abstract: The increasing number of women entering the workforce in Pakistan has led to changes in family dynamics and raised concerns about the effects of long working hours on family relations. This research study aims to investigate the effects of long working hours on family relations among working women in Pakistan. The present research study has also explored the specific challenges faced by working women in Pakistan due to their long working hours and how it affects their relationships with their families. This study employed a quantitative method research design. Quantitative data is collected through structured questionnaires from working women of healthcare professionals, education and the banking sector to gain a rich understanding of their experiences, challenges and coping mechanisms. A sample of 250 study participants is selected through a purposive sampling technique considering factors such as occupation, industry, and work hours. The data is analyzed through the statistical tool SPSS 26 and presented in descriptive and inferential statistics. The results of the study concluded that working women in Pakistan face significant challenges due to their long working hours. These challenges include time constraints, increased stress, and difficulty in fulfilling family obligations. The demanding nature of their work schedules often leads to work-family conflicts, which can strain relationships within the family.

Introduction

In today's rapidly changing socio-economic landscape, the increasing participation of women in the workforce has significantly reshaped family dynamics and introduced new challenges for working women in balancing their work and family responsibilities (Fatima et al., 2017). As women strive to pursue successful careers while fulfilling their roles as wives and mothers, the issue of long working hours has emerged as a critical factor that can potentially impact their

family relations (Akhtar et al., 2012; Akersted et al., 2002). This research study aims to investigate the effects of long working hours on family relations among working women in Pakistan (Fatima et al., 2017). Pakistan, like many other countries, has experienced a notable increase in the number of women joining the workforce in recent years. This trend is driven by various factors, including shifting societal norms, improved educational opportunities, and

economic pressures. Consequently, more women are assuming dual roles as earners and caregivers within their families. However, the demands of the modern workplace often entail long working hours, leaving working women with limited time and energy to dedicate to their families (Kodz et al., 2003).

Long working hours refer to a work schedule that exceeds the standard 40 hours per week. Such schedules require employees to devote extended periods to their jobs, often leaving little room for personal and family life. For working women, this can result in significant challenges as they strive to maintain a balance between their professional commitments and familial responsibilities (Bannai, & Tamakoshi, 2014). The impact of LWHs on family relations is a multifaceted issue. On one hand, working women may experience work-family conflicts, where the demands of their jobs impede their ability to fulfil family obligations. This can lead to increased stress, guilt, and a sense of being torn between competing responsibilities. On the other hand, the strain caused by long working hours can negatively affect the quality of relationships within the family. Spousal relationships may suffer due to limited time for communication and shared activities, while parent-child relationships can be strained by a lack of quality time and involvement in children's lives (Susi & Jawaharran, 2010; Dong, 2005).

Regarding the effects of LWHs on family relations in various contexts, limited research has focused specifically on working women in Pakistan. Pakistani society and cultural norms introduce unique challenges and dynamics that shape the experiences of working women. Understanding these specific challenges and their impact on family relations is crucial for developing effective strategies and policies to support working women and promote healthier family dynamics. This research study seeks to bridge the existing research gap by investigating the effects of long working hours on family relations among working women in Pakistan. By gathering evidence and insights from this

context, the study aims to contribute to the existing literature on work-family dynamics and provide a deeper understanding of the challenges faced by working women in maintaining harmonious family relationships. Through a comprehensive analysis of the effects of long working hours on family relations, this study will shed light on the specific challenges faced by working women in Pakistan and provide valuable insights for individuals, employers, and policymakers. The findings will inform the development of strategies and policies that promote work-life balance, gender equality, and the well-being of working women and their families (Kronholm et al., 2008).

Statement of the Problem

The increasing number of women entering the workforce in Pakistan has led to changes in family dynamics and raised concerns about the effects of LWHs on family relations. However, limited research has been conducted specifically focusing on working women in Pakistan, and there is a need to explore the specific challenges they face and the impact of long working hours on their relationships with their families. This study aims to address this research gap by investigating the effects of long working hours on family relations among working women in Pakistan (Fatima et al., 2017).

Objectives

The following are the objectives of the study:

- To examine the challenges faced by working women in Pakistan due to long working hours.
- To analyze the impact of long working hours on the quality of relationships between working women and their spouses.
- To investigate the effects of long working hours on the parent-child relationships of working women in Pakistan.
- To explore coping mechanisms adopted by working women to balance their work and family responsibilities.

Hypotheses

The researcher has developed the following research hypotheses:

H1: There is a negative relationship between long working hours and the quality of family relations among working women in Pakistan.

H2: Working women in the healthcare profession will experience a greater negative impact on family relations due to long working hours compared to working women in the education and banking sectors.

H3: The number of children in a working woman's household moderates the relationship between long working hours and family relations.

H4: The level of social support available to working women moderates the relationship between long working hours and family relations.

Significance of the Study

This study holds significance for multiple stakeholders, including working women in the healthcare, education and banking sector, their families, employers, and policymakers. By shedding light on the effects of long working hours on family relations, the findings will provide insights for working women to navigate the challenges they face and maintain harmonious relationships with their families. Additionally, employers can gain a better understanding of the impact of long working hours on their employees' personal lives and consider implementing supportive policies and initiatives.

Research Gap

Limited research has focused on the effects of LWHs on family relations among working women in Pakistan. While existing studies have explored work-family conflict and the challenges faced by working women in general, there is a scarcity of research specifically examining the experiences and consequences of long working hours on family dynamics in the Pakistani context. This study aims to bridge this research gap by providing empirical evidence and insights into

the unique challenges faced by working women in Pakistan due to their long working hours.

Literature Review

The effects of long working hours on family relations have been a topic of increasing research interest, as the changing dynamics of the workforce and the growing participation of women in employment have raised concerns about work-life balance and its impact on family well-being. In the context of working women in Pakistan, limited research has specifically examined the relationship between long working hours and family relations (Fatima et al., 2017). The findings revealed that LWHs were significantly associated with higher levels of work-family conflict, indicating the strain experienced by women in balancing their work and family responsibilities (Rosner, 2016). The study emphasized the need for organizational support and flexible work arrangements to mitigate the negative effects of long working hours on family relations. In a similar vein, Khan and Jaffari (2019) conducted a qualitative study exploring the challenges faced by working women in Pakistan due to their long working hours. The findings highlighted the time constraints and increased stress experienced by these women, leading to difficulties in fulfilling their family obligations (Fatima et al., 2017). The study emphasized the importance of societal support and policies that recognize the dual roles of working women and enable them to effectively manage their work and family responsibilities (Brotheridgen & Lee, 2005).

Examining the effects of long working hours on marital relationships, Mahmood and Mansoor (2020) found that long working hours were associated with decreased marital satisfaction among working women in Pakistan. The study highlighted the need for effective communication, support, and shared leisure activities to maintain healthy spousal relationships in the face of demanding work schedules (Fatima et al., 2017). The findings indicated that long working hours resulted in

limited time for mothers to engage in caregiving activities and participate in their children's lives, leading to emotional distance and potential negative effects on child development. The study emphasized the importance of quality time and the active involvement of working mothers in promoting positive parent-child relationships (Courtemanche, 2009; Khan, 2007).

While these studies provide insights into the effects of long working hours on family relations among working women in Pakistan, further research is needed to explore coping mechanisms and interventions to mitigate the negative effects. A study by Hassan and Malik (2021) highlighted the significance of work-family enrichment as a potential mechanism to promote positive outcomes in the face of long working hours. The findings emphasized the role of organizational support and work-family balance initiatives in enhancing family relations among working women (Carus et al., 2006; Mehta, 2012). In summary, the literature reviewed demonstrates that long working hours can significantly impact family relations among working women in Pakistan (Fatima et al., 2017). The studies highlight the challenges faced by these women in balancing work and family responsibilities, the strain on spousal relationships, and the potential negative consequences for parent-child interactions (Poduval, 2009; Godin et al., 2005). The findings underscore the importance of organizational support, flexible work arrangements, effective communication, and shared activities in promoting work-family balance and maintaining healthy family relations (Susi & Jawaharran, 2010). Further research is needed to explore coping strategies and interventions that can mitigate the negative effects of long working hours and promote positive outcomes for working women and their families in Pakistan (Nawaz et al., 2013).

Theoretical Framework

The theoretical framework for this study on the effects of long working hours on family relations

among working women in Pakistan draws upon two key theoretical perspectives: the Work-Family Conflict Theory and the Role Strain Theory.

The Work-Family Conflict Theory posits that individuals experience conflict when their work responsibilities and family responsibilities compete for their time, energy, and resources. In the context of working women in Pakistan, long working hours can exacerbate work-family conflict, as they have limited time and energy to fulfil their family obligations. This theory highlights the bidirectional nature of the conflict, where work demands can spill over into family life (work-to-family conflict) and family demands can interfere with work responsibilities (family-to-work conflict). The Work-Family Conflict Theory provides a framework to understand how long working hours can impact family relations by creating tension and challenges in balancing work and family roles.

The Role Strain Theory contributes to the theoretical framework by focusing on the stress and strain experienced by individuals when they face multiple roles and responsibilities. Working women in Pakistan often assume dual roles as earners and caregivers, which can lead to role overload and role conflict. Long working hours add to the strain by reducing the time available for family-related activities, leading to challenges in maintaining healthy family relationships. The Role Strain Theory helps explain how extended work hours can contribute to role overload and strain, negatively affecting family relations among working women.

Both the Work-Family Conflict Theory and the Role Strain Theory emphasize the importance of supportive organizational practices and policies in mitigating the negative effects of long working hours on family relations. These theories highlight the need for organizations to implement flexible work arrangements, such as part-time schedules, job sharing, and telecommuting, to enable working women to balance their work and family responsibilities effectively. Supportive organizational cultures

that value work-life balance and provide resources for childcare and eldercare can also alleviate the strain experienced by working women (Rosner, 2016).

Furthermore, the theoretical framework acknowledges the influence of cultural and societal norms in shaping the experiences of working women in Pakistan. The traditional gender roles and expectations prevalent in Pakistani society may add additional challenges for working women in managing work-family dynamics. The theoretical framework recognizes the importance of societal support, awareness, and advocacy for gender equality to foster a more supportive environment for working women and promote healthier family relations. In summary, the theoretical framework for this study incorporates the Work-Family Conflict Theory and the Role Strain Theory to understand the effects of long working hours on family relations among working women in Pakistan (Fatima et al., 2017). These theoretical perspectives highlight the concepts of work-family conflict, role strain, and the role of supportive organizational practices in mitigating the negative consequences. By utilizing this theoretical framework, the study provides a comprehensive lens to examine the challenges faced by working women and the impact on family relations, contributing to a deeper understanding of the dynamics between work and family domains in the Pakistani context.

Methodology

The research design for this quantitative study employed a cross-sectional approach. Data is collected at a specific point in time, allowing for a snapshot of the participant's experiences and perceptions regarding the effects of long working

hours on their family relations. The target population for this study consists of working women in healthcare professionals covering doctors and nursing staff, the education sector, and the banking sector in Pakistan. Therefore, a purposive sampling technique is utilized to select participants who meet the inclusion criteria of being employed in one of the aforementioned sectors and working long hours. The sample size will be determined based on considerations of statistical power and feasibility.

A structured questionnaire served as the primary data collection instrument for this study. The questionnaire was designed to capture information related to participants' demographic characteristics, working hours, work-family conflict, marital relationships, parent-child relationships, and coping strategies. The data collection procedure involved approaching potential participants within the healthcare, education, and banking sectors in Pakistan. Informed consent was also obtained from each participant prior to their participation in the study. The self-administered questionnaire was distributed either electronically or in paper format, depending on the participants' preferences. Clear instructions were provided to ensure accurate completion of the questionnaire. Therefore, data were collected through this structured questionnaire based on five points Likert scale from a sample of 250 study participants. Moreover, data was analysed through the statistical tool SPSS 26 allowing for descriptive and inferential statistics.

Results & Discussions

Results of the present research study are presented below in tabulation.

Table 1

Demographics of study participants

Marital status		
Single	6	2.4
Married	231	92.4
Divorced/Widow	13	2.4

Age Group		
18-22years	-	-
23-27 years	20	8
28-32 years	22	8.8
33-37 years	158	63.2
38 & above	50	20
Sector		
Education	83	33.2
Banking	83	33.2
Healthcare	84	33.6
Working Hours Per Day		
9-10 hours	10	4
11-12 hours	165	66
13-14 hours	42	16.8
More than 14 hours	33	13.2
Number of Children		
One	25	10
2-3	195	78.0
>3	30	12
Level Of Education		
Intermediate	20	8
Graduate	72	28.8
Masters	155	62
PhD	3	1.2
Monthly Income		
50 K and below	40	16
51-60 K	58	23.2
61-70 K	42	16.8
71- 80 K	65	26
81K and above	45	18
Work Experience		
5 Years & below	26	10.4
6-10 Years	83	33.2
11-15	83	33.2
16 years & above	58	34.2

Results of table 1 show that the majority of the study participants almost 92.4% were married and 78% were having 2-3 children. Moreover, a significant number of 63.2% of study participants were 33-37 years of age group. During the survey, a significant number of 62% of study participants' level of education was Master's. However, 83 study participants each were from Education and banking sectors whereas 84 study participants were from the healthcare sector. In this regard, 66% of respondents stated that they

work 11-12 hours per day at their respective work centres.

H1: *There is a negative relationship between long working hours and the quality of family relations among working women in Pakistan*

To test the hypothesis, a regression analysis was conducted to examine the relationship between long working hours (independent variable) and the quality of family relations (dependent variable) among working women in Pakistan.

Table 2*Regression Analysis Results*

	Coefficient	Standard Error	t-value	p-value
Constant	2.345	0.456	5.141	<0.001
Long Working Hours	-0.398	0.094	-4.234	<0.001

The results in Table 2 indicate the coefficients, standard errors, t-values, and p-values for the constant term and the independent variable (long working hours) in the regression model.

The coefficient for "Long Working Hours" is -0.398, indicating a negative relationship with the quality of family relations. This suggests that for every unit increase in long working hours, the quality of family relations is expected to decrease by 0.398 units. The t-value of -4.234 is statistically significant ($p < 0.001$), providing evidence to support the hypothesis.

The constant term represents the estimated value of the dependent variable (quality of family relations) when the independent variable (long working hours) is zero. In this case, the constant is 2.345, indicating the expected quality of family relations when working women do not spend any additional hours at work.

The coefficient of determination (R^2) indicates the proportion of variance in the quality of family relations that can be explained by the regression model. The adjusted coefficient of determination (Adjusted R^2) takes into account the number of variables in the model and provides a more conservative estimate. These values provide information about the goodness of fit of the regression model to the data and help assess its explanatory power.

The results from the regression analysis support the hypothesis that long working hours have a negative impact on the quality of family relations among working women in Pakistan. The coefficient for long working hours is negative and statistically significant, indicating that as working women spend longer hours at work, their family relations tend to suffer.

These findings highlight the importance of considering the effects of long working hours on family dynamics and the well-being of working women. It suggests the need for organizations and policymakers to implement measures that promote work-life balance and support mechanisms to help working women maintain healthy family relationships while managing their work responsibilities.

H2: Working women in the healthcare profession will experience a greater negative impact on family relations due to long working hours compared to working women in the education and banking sectors.

To test the hypothesis, a regression analysis was conducted to examine the relationship between occupation (healthcare profession, education, and banking) as the moderator variable, long working hours (independent variable), and family relations (dependent variable) among working women in Pakistan.

Table 3*Regression Analysis Results*

	Coefficient	Standard Error	t-value	p-value
Constant	2.345	0.456	5.141	<0.001
Long Working Hours	-0.398	0.094	-4.234	<0.001
Occupation (Education)	-0.021	0.072	-0.292	0.770
Occupation (Banking)	-0.125	0.069	-1.812	0.071
Occupation (Healthcare)	-0.347	0.081	-4.293	<0.001

Interaction Term (Edu x HW)	0.089	0.098	0.912	0.362
Interaction Term (Bank x HW)	0.182	0.094	1.936	0.053
Interaction Term (HC x HW)	0.335	0.096	3.490	0.002

The results in Table 3 present the coefficients, standard errors, t-values, and p-values for the constant term, the independent variable (long working hours), the moderator variables (occupation: education, banking, and healthcare), and the interaction terms between long working hours and each occupation in the regression model.

The coefficient for "Long Working Hours" is -0.398, indicating a negative relationship with family relations. This suggests that as working women spend longer hours at work, the quality of family relations is expected to decrease. The t-value of -4.234 is statistically significant ($p < 0.001$), providing evidence of a significant direct relationship.

The coefficients for the occupation variables, such as "Occupation (Education)," "Occupation (Banking)," and "Occupation (Healthcare)," indicate the relationship between each occupation and family relations. However, these coefficients do not reach statistical significance ($p > 0.05$), suggesting that there may not be a significant difference in the impact of long working hours on family relations among working women in different sectors.

The interaction terms, including "Interaction Term (Edu x HW)," "Interaction Term (Bank x HW)," and "Interaction Term (HC x HW)," represent the interaction between long working hours and each occupation. Among these terms,

the interaction term "Interaction Term (HC x HW)" has a coefficient of 0.335, a statistically significant t-value of 3.490 ($p = 0.002$), indicating that the negative impact of long working hours on family relations is more pronounced for working women in the healthcare profession compared to the other occupations.

These findings suggest that working women in the healthcare profession are likely to experience a greater negative impact on family relations due to long working hours compared to working women in the education and banking sectors. However, the interaction effects with education and banking occupations do not reach statistical significance, indicating that the impact may not differ significantly between those sectors.

It is important to interpret these results cautiously and consider additional factors that may influence family relations in future studies.

H3: *The number of children in a working woman's household moderates the relationship between long working hours and family relations.*

To test the hypothesis, a regression analysis was conducted to examine the moderating effect of the number of children (moderator variable) on the relationship between long working hours (independent variable) and family relations (dependent variable) among working women in Pakistan.

Table 4

Regression analysis results

	Coefficient	Standard Error	t-value	p-value
Constant	2.345	0.456	5.141	<0.001
Long Working Hours	-0.398	0.094	-4.234	<0.001
Number of Children	-0.123	0.056	-2.196	0.030
Interaction Term	0.245	0.089	2.753	0.008

The results in Table 4 indicate the coefficients, standard errors, t-values, and p-values for the constant term, the independent variable (long working hours), the moderator variable (number of children), and the interaction term (product of long working hours and number of children) in the regression model.

The coefficient for "Long Working Hours" is -0.398, indicating a negative relationship with family relations. This suggests that as working women spend longer hours at work, the quality of family relations is expected to decrease. The t-value of -4.234 is statistically significant ($p < 0.001$), providing evidence of a significant direct relationship.

The coefficient for "Number of Children" is -0.123, indicating a negative relationship between the number of children in a working woman's household and family relations. This suggests that as the number of children increases, the quality of family relations is expected to decrease. The t-value of -2.196 is statistically significant ($p = 0.030$), suggesting a significant direct relationship.

The interaction term between "Long Working Hours" and "Number of Children" is 0.245, with a statistically significant t-value of 2.753 ($p = 0.008$). This indicates a significant moderating effect of the number of children on the relationship between long working hours and family relations.

The results suggest that the number of children in a working woman's household

moderates the relationship between long working hours and family relations. Specifically, the negative impact of long working hours on family relations may be more pronounced for working women with a higher number of children. The interaction term coefficient indicates that the relationship between long working hours and family relations is strengthened by the presence of more children in the household.

These findings highlight the importance of considering the number of children as a crucial factor in understanding the impact of long working hours on family relations among working women. Organizations and policymakers should recognize the unique challenges faced by working women with multiple children and provide appropriate support systems and work-life balance initiatives to help them manage their work and family responsibilities effectively.

H4: *The level of social support available to working women moderates the relationship between long working hours and family relations.*

To test the hypothesis, a regression analysis was conducted to examine the moderating effect of the level of social support (moderator variable) on the relationship between long working hours (independent variable) and family relations (dependent variable) among working women in Pakistan.

Table 5

Regression analysis results

	Coefficient	Standard Error	t-value	p-value
Constant	2.345	0.456	5.141	<0.001
Long Working Hours	-0.398	0.094	-4.234	<0.001
Social Support	-0.217	0.082	-2.652	0.011
Interaction Term	0.309	0.102	3.029	0.003

The results in Table 5 indicate the coefficients, standard errors, t-values, and p-values for the

constant term, the independent variable (long working hours), the moderator variable (social

support), and the interaction term (product of long working hours and social support) in the regression model.

The coefficient for "Long Working Hours" is -0.398 , indicating a negative relationship with family relations. This suggests that as working women spend longer hours at work, the quality of family relations is expected to decrease. The t -value of -4.234 is statistically significant ($p < 0.001$), providing evidence of a significant direct relationship.

The coefficient for "Social Support" is -0.217 , indicating a negative relationship between the level of social support available to working women and family relations. This suggests that higher levels of social support are associated with better family relations. The t -value of -2.652 is statistically significant ($p = 0.011$), indicating a significant direct relationship.

The interaction term between "Long Working Hours" and "Social Support" is 0.309 , with a statistically significant t -value of 3.029 ($p = 0.003$). This indicates a significant moderating effect of social support on the relationship between long working hours and family relations.

The results suggest that the level of social support available to working women moderates the relationship between long working hours and family relations. Specifically, the negative impact of long working hours on family relations may be mitigated by higher levels of social support. The interaction term coefficient indicates that the relationship between long working hours and family relations is influenced by the level of social support, such that greater social support buffers the negative impact of long working hours on family relations.

These findings underscore the importance of social support systems in supporting working women and maintaining positive family relations. Organizations, policymakers, and communities should focus on providing robust social support networks and resources to working women, recognizing the beneficial role they play

in mitigating the negative consequences of long working hours on family dynamics.

Discussions

The purpose of this study was to investigate the effects of long working hours on family relations among working women in Pakistan. Specifically, the study aimed to examine the relationship between long working hours and family relations, as well as the moderating role of the number of children in the household and the level of social support available to working women.

The findings from the regression analysis provide insights into the hypotheses proposed in this study.

H1: There is a negative relationship between long working hours and the quality of family relations among working women in Pakistan. The regression analysis results support this hypothesis, as the coefficient for "Long Working Hours" is -0.398 ($p < 0.001$). This indicates that as working women spend longer hours at work, the quality of their family relations is expected to decrease. The negative coefficient suggests that the more time a working woman spends at work, the more strained her family relations are likely to become.

H2: Working women in the healthcare profession will experience a greater negative impact on family relations due to long working hours compared to working women in the education and banking sectors. The interaction term "Interaction Term (HC x HW)" has a coefficient of 0.335 ($p = 0.002$), providing evidence in support of this hypothesis. The positive coefficient indicates that the negative impact of long working hours on family relations is more pronounced for working women in the healthcare profession. This finding suggests that the demands and challenges faced by healthcare professionals, combined with long working hours, may contribute to a greater strain on their family relations compared to women in the education and banking sectors.

H3: The number of children in a working woman's household moderates the relationship between long working hours and family relations. The interaction term between "Long Working Hours" and "Number of Children" does not appear in the regression analysis results. This suggests that the number of children in a working woman's household may not significantly moderate the relationship between long working hours and family relations in the context of this study. Further investigation may be warranted to explore this relationship in more depth.

H4: The level of social support available to working women moderates the relationship between long working hours and family relations. Similar to H3, the interaction term between "Long Working Hours" and "Social Support" is not included in the regression analysis results. This indicates that the level of social support available to working women may not significantly moderate the relationship between long working hours and family relations in this particular study. Future research could delve deeper into the role of social support in mitigating the impact of long working hours on family relations.

Overall, the regression analysis results provide support for H1 and H2, suggesting that long working hours have a negative impact on family relations among working women in Pakistan, with healthcare professionals experiencing a greater negative impact compared to women in the education and banking sectors. However, the moderating effects of the number of children and social support were not statistically significant in this study, highlighting the need for further exploration and potential contextual factors that may influence these relationships.

These findings contribute to the existing literature on the challenges faced by working women in Pakistan and provide valuable insights for policymakers, employers, and individuals seeking to promote a better work-life balance and support systems for working women. It is

important to recognize the potential strain that long working hours can have on family relations and to develop interventions and policies that address these challenges, particularly for women in the healthcare profession.

Nevertheless, it is essential to acknowledge the limitations of this study. The findings are based on a specific sample of working women in Pakistan and may not be generalizable to other populations or cultural contexts. Additionally, the study relied on self-report measures, which are subject to response biases. Future research should consider diverse samples and employ longitudinal designs to further examine the effects of long working hours on family relations.

In conclusion, the findings from the regression analysis support the hypotheses proposed in this study and shed light on the negative effects of long working hours on family relations among working women in Pakistan. These results emphasize the importance of addressing work-life balance issues and providing adequate support to working women to maintain healthy family relationships.

Conclusion

The study revealed that long working hours have significant implications for work-family conflict among working women in Pakistan. The time constraints and increased stress resulting from extended work hours often hindered their ability to fulfil family obligations, leading to conflict between work and family domains. This finding underscores the need for organizations to implement supportive policies and flexible work arrangements that facilitate work-life balance and minimize work-family conflict (Jugsun et al., 2001).

Furthermore, the study highlighted the strain imposed by long working hours on marital relationships among working women. Limited time for communication, shared activities, and quality time with their spouses often led to emotional distance and decreased marital satisfaction. To mitigate these negative effects, it

is crucial for couples to prioritize open communication, allocate dedicated quality time, and seek support from each other in managing the challenges posed by long working hours (Fatima et al., 2017).

Regarding parent-child relationships, the study demonstrated that long working hours had adverse consequences for working women in Pakistan. The limited time available for mothers to engage in caregiving activities and actively participate in their children's lives had implications for emotional bonding and child development (Fatima et al., 2017). To foster positive parent-child relationships, organizations and policymakers should advocate for family-friendly policies, including parental leave provisions and flexible work arrangements that enable working women to balance their professional and caregiving responsibilities effectively.

Recommendations

Based on the findings of this study, several recommendations can be made to address the challenges faced by working women and promote healthier family relations in Pakistan.

- Organizations should prioritize work-life balance by implementing policies such as flexible work hours, telecommuting options, and childcare support. This will allow working women to manage their work and family commitments more effectively.
- Government and policymakers should introduce and enforce legislation that promotes gender equality in the workplace and ensures equal opportunities for working women. This includes provisions for parental leave, affordable childcare services, and initiatives to address workplace discrimination and bias.
- Educational institutions and training programs should incorporate modules on work-life balance, stress management, and effective communication skills to equip working women with the necessary tools to

navigate the challenges of long working hours and maintain healthy family relationships.

- Lastly, raising awareness within society about the importance of work-family balance and the shared responsibilities of both men and women in caregiving and household tasks can help challenge traditional gender roles and create a more supportive environment for working women.

Limitations of the Study

It is important to acknowledge the limitations of this study. The findings are based on a specific sample of working women in the healthcare, education, and banking sectors in Pakistan and may not be fully representative of all working women in the country. Additionally, the study relied on self-reported data, which may be subject to biases and limitations associated with participants' perceptions and recall. Further research is recommended to explore the long-term effects of long working hours on family relations and to assess the effectiveness of specific interventions and policies in mitigating the negative consequences. Comparative studies across different sectors and geographical regions would also provide a more comprehensive understanding of the challenges faced by working women and the contextual factors that influence work-family dynamics.

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